

## **Developmental Disabilities Council**

### **Strategic Plan (2007-2011) Mission Statement, Areas of Emphasis, Goals and Objectives**

#### **Areas of Emphasis: Community Supports, Education and Early Intervention, Employment, Health, Housing, Recreation, and Transportation**

**Note:** **AAA** = American Automobile Association; **AI** = Adult Issues; **AARP** = American Association of Retired Persons; **BCNE** = Basic Childcare in Natural Environments; **BIAD** = Brain Injury Association of Delaware; **CDS** = Center for Disabilities Studies; **CF** = Children and Families; **CMH** = Child Mental Health; **CODE** = Council on Deaf Equality; **DART** = Delaware Area Rapid Transit; **DATI** = Delaware Assistive Technology Initiative; **DDDS** = Division of Developmental Disabilities Services; **DELARF** = Delaware Association of Rehabilitation Facilities; **DFS** = Division of Family Services; **DLP** = Disabilities Law Program; **DMV** = Division of Motor Vehicles; **DNREC** = Department of Natural Resources and Environmental Control; **DOE** = Department of Education; **DOL** = Department of Labor; **DPH** = Division of Public Health; **DSAMH** = Division of Substance Abuse and Mental Health; **DSAAPD** = Division of Services for Aging and Adults with Physical Disabilities; **DSCYF** = Department of Services for Children, Youth and Their Families; **DSS** = Division of Social Services; **DVR** = Division of Vocational Rehabilitation; **GACEC** = Governor's Advisory Council for Exceptional Citizens; **GCCCD** = Governor's Coordinating Council on Children with Disabilities; **HLA** = Hearing Loss Association; **MHA** = Mental Health Association; **NAMI- DE** = National Alliance for the Mentally Ill - Delaware; **PIC** = Parent Information Center; **SCPD** = State Council for Persons with Disabilities; **SRC** = State Rehabilitation Council; **UCD** = Universal Design Coalition; **UCP** = United Cerebral Palsy

#### **I. Mission Statement**

**The mission of the Delaware Developmental Disabilities Council is to promote and embrace inclusion, equality and empowerment. To that end the Council will:**

- **Hold agencies accountable**
- **Facilitate access to culturally competent services**
- **Educate the public and policy makers**
- **Fund projects that promote system change**

**The Council believes that:**

- **all individuals should be included**
- **all individuals should be able to exercise their rights and responsibilities**
- **the integrity of individuals and families needs to be supported**
- **supports should be consumer driven**
- **equality should be promoted and the accepted standard**
- **equality within the disabilities community must be embraced and practiced**

#### **II. Committee Areas of Emphasis, Goals and Objectives**

##### **Community Supports**

**Goal 1:** Improve self-determination for people with developmental disabilities.

**Objective 1:** Advocate for Money Follows the Person to be implemented; **P&L.** in-conjunction with CDS, DLP, The Arc, SCPD, UCP.

**Objective 2:** Advocate for the development of Self-directed Support Corporations, Family Consortiums and other models of self-determination; **A.I.** in-con-junction with CDS, DLP, The Arc, UCP, NAMI-DE, the Autism Society.

**Objective 3:** Advocate for the inclusion of self-determination training in Delaware's universities and colleges in their early childhood, education and adult service curricula; **A.I.** in-conjunction-with CDS, New Scripts.

**Goal 2:** Promote recruitment and retention of direct support professionals

**Objective 1:** Educate agencies that provide direct support professionals (DSPs), direct support professionals and individuals needing direct support professionals on all aspects of that service to include the social and emotional needs of the person receiving the service, boundaries for both the DSPs and the person receiving the service and realistic expectations for both the DSP and the person receiving the service; **A.I.** in-conjunction-with CDS, The Arc, UCP and Easter Seals.

**Objective 2:** Advocate for improved compensation for direct support professionals; **P&L.** in-conjunction-with CDS, DLP, The Arc and UCP.

**Objective 3:** Advocate for enhanced education and training for direct support professionals; **A.I.** in-conjunction-with CDS, DLP, The Arc and UCP.

**Goal 3:** Provide emergency roadside assistance to drivers who use wheel chairs in Delaware

**Objective:** Promote the creation of a statewide pool of drivers who have wheelchair accessible vans and are willing to assist drivers who use wheel chairs and, when broken down on the highway, need emergency transportation for themselves; **A.I.** in-conjunction-with AAA, DDDS, Chimes and LogistiCare, AARP.

**Goal 4:** Advocate for every person being a valued, participating member of the community

**Objective 1:** Educate community service workers on accommodating and supporting the needs of a person with a developmental disability; **A.I.** in-conjunction-with CDS, DHSS, DSCYF, The Arc, UCP, NAMI-DE, the Autism Society.

**Objective: 2:** Advocate for effective evidenced based mental health services for teens and young adults with dual diagnosis; **P&L** in-conjunction-with DSAMH, Federation of Families for Children's Mental Health, DDDS, NAMI-DE and MHA, Healthcare Commission.

**Goal 5:** Improve disaster preparedness in Delaware for people with developmental disabilities

**Objective 1:** Promote training programs for EMS personnel and other first responders concerning disability issues; **CF** in-conjunction-with DPH, CDS, SNAP, CODE, DVI, DEMA.

**Objective 2:** Promote participation by people with disabilities and disabilities advocacy organizations in all aspects of disaster preparedness planning; **P&L** in-conjunction-with CDS, DPH, SNAP, CODE, DVI, DEMA.

**Goal 6:** Improve and increase lifespan respite services for families of persons with developmental disabilities.

**Objective 1:** Increase awareness of the need for lifespan respite services; **CF** in-conjunction-with CDS, DLP, SCPD, GCCCD.

**Objective 2:** Improve the coordination of State services pertaining to lifespan respite in Delaware; **CF** in-conjunction-with CDS, DLP, SCPD, GCCCD

**Goal 7:** Improve public awareness of disabilities issues

**Objective 1:** Promote the development and implementation of an innovative public awareness campaign pertaining to the needs, issues and positive abilities of people with developmental disabilities, **CF** in-conjunction-with CDS, PIC. The Arc, NAMI-DE, The Autism Society, UCP, SCPD.

**Goal 8:** Improve support to families of persons with developmental disabilities.

**Objective 1:** Advocate for the approval and implementation of the Family Support Waiver; **P&L** in-conjunction-with CDS, DSA, DDDS, The Arc of DE.

**Goal 9:** Improve inclusive child care in Delaware.

**Objective 1:** Promote the development of mentoring and technical assistance programs for childcare providers; **CF** in-conjunction-with CDS, BCNE, DSS, Family and Workplace Connection, Office of Childcare Licensing, Family and Workplace Connection.

**Objective 2:** Advocate for community centers to provide inclusive programs, care, supervision and recreation for children over age 12 with developmental disabilities; **CF** in-conjunction-with DSS, CDS, DNREC, Family and Workplace Connection.

**Goal 10:** Increase the number of children with developmental disabilities living in permanent homes.

**Objective 1:** Advocate for improved collaboration among State agencies to increase the number of children living in permanent homes, (family, adoptive family or long-term foster-care family); **CF** in-conjunction with DOE and DSCYF.

**Goal 11:** Empower persons with developmental disabilities.

**Objective 1:** Promote educational programs to teach people with developmental disabilities self-advocacy skills; **CF** in-conjunction-with CDS, The Arc, The Autism Society, UCP.

**Objective 2:** Promote increased awareness among State policymakers and advocacy organizations on the importance of including self-advocates with developmental disabilities; **CF** in-conjunction-with CDS, The Arc, the Autism Society

## Education and Early Intervention

**Goal 1:** Improve opportunities for a secondary education for persons with developmental disabilities.

**Objective 1:** Support the development of a degree program in Delaware for students with learning, cognitive and intellectual difficulties who learn at a different rate or learn differently than other students; **A.I.** in-conjunction-with CDS, institutions of higher education, DOE and the school districts.

**Goal 2:** Improve early identification, treatment and supports for children with developmental disabilities and mental health needs.

**Objective 1:** Advocate for early identification and treatment for children at risk for developmental disabilities; **CF** in-conjunction-with DDDS, DPH, The Arc of DE and the Autism Society of DE, Birth to Three and CDS.

**Objective 2:** Advocate for early identification and treatment of children with mental health needs and promote social, emotional and behavioral health during childhood; **CF** in-conjunction-with CMH, NAMI-DE, MHA, and Federation of Families for Children's Mental Health, Birth to Three and CDS.

## Employment

**Goal 1:** Increase employment for people with developmental disabilities.

**Objective 1:** Educate employers, employees and the community in order to debunk the myths about hiring and working with individuals who have developmental disabilities; **A.I.** in conjunction with CDS, DOL and DATI

**Objective 2:** Advocate for increasing the number of individuals with developmental disabilities employed in the public sector; **P&L** in-conjunction-with DOL, Governor's Office, State Personnel Office

**Objective 3:** Advocate for and promote a number of employment opportunities for people with developmental disabilities consistent with their interests, abilities and needs including self-employment; **A.I.** in-conjunction-with CDS, SCPD, DVR.

**Objective 4:** Advocate for increased state supported and self-directed extended supports in the work place for persons with developmental disabilities; **P&L** in-conjunction-with DVR, The Arc, DATI.

**Objective 5:** Assess the effectiveness of programs/employee retention rates for persons with developmental disabilities; **A.I.** in-conjunction with DVR.

**Goal 2:** Improve transition to employment for persons with developmental disabilities

**Objective 1:** Assist persons with developmental disabilities in the transition from TANF, SSI and SSDI programs to employment by providing benefits management counseling; **A.I.** in-conjunction-with DVR, SRC.

**Objective 2:** Assist young adults transitioning from functional life-skills programs and special education programs to employment; **A.I.** in-conjunction-with DVR, DOE, SRC, The Arc and the School Districts.

**Objective 3:** Advocate for LEAs expanding their educational programs for students with developmental disabilities to the middle schools to improve their employment possibilities when they graduate from high school; **A.I.** in-conjunction-with DVR, DOE, SRC.

## Health

**Goal 1:** Improve access to health care for people with developmental disabilities

**Objective 1:** Educate healthcare providers on the unique and specific needs of people with developmental disabilities in areas that include: specialized equipment, accessible examining rooms, routine cancer screenings, tax incentives etc.; **A.I.** in-conjunction-with DPH, CDS, AARP, DATI, DSAAPD.

**Objective 2:** Educate legislators on the Telecommunications Act of 1996 about how its implementation will benefit Delawareans with disabilities plus what other states have done to implement it; **P&L** in-conjunction-with DATI, CODE, HLA, AARP.

**Objective 3:** Advocate for private and State insurance companies to expand coverage for diagnosis and treatment of people with developmental disabilities; **P&L.** in-con-junction with The Arc, The Autism Society, DDDS, Insurance Commissioner's Office.

## Housing

**Goal 1:** Promote affordable, accessible housing for persons with developmental disabilities.

**Objective 1:** Advocate that all local building codes for residential housing are ADA compliant and ensure accessibility; **A.I.** in-conjunction-with AARP, SCPD, UCP, DSAAPD, DDDS, The Arc, NAMI-DE, Builders, and Architects.

**Objective 2:** Advocate for the development of accessible housing for persons with developmental disabilities; **A.I.** in-conjunction-with AARP, SCPD, UCP, and DSAAPD, The Arc, NAMI-DE.

**Objective 3:** Advocate for the supports to be put in place to assist persons with developmental disabilities to purchase their own accessible homes; **A.I.** in-conjunction-with AARP, DATI, SCPD.

**Goal 2:** Promote awareness of Universal Design in housing.

**Objective 1:** Collaborate with state and private agencies to educate and promote universal design to home builders, architects, developers, realtors, public officials, policymakers, and the public; **A.I.** in-conjunction-with CDS, AARP, Architectural Accessibility Board, Builders' Associations.

**Objective 2:** Support the efforts of the Universal Design Coalition (UDC) to build the first model universal design home in Delaware; **A.I.** in-conjunction-with UDC, CDS, SCPD, DATI, Builders' Associations.

**Objective 3:** Invite partners such as banks, corporations and specific individuals to participate in the universal design housing initiative; **A.I.** in-conjunction-with UDC, CDS, SCPD, DATI.

## Recreation

**Goal:** Increase inclusive recreational opportunities for people with developmental disabilities.

**Objective 1:** Promote accessibility in State parks and recreation services; **CF** in-conjunction-with DATI, DNREC.

**Objective 2:** Support the establishment of a program where children with disabilities will be paired with a "buddy/mentor" for social activities on a long-term basis; **CF** in- conjunction-with CDS, YMCA, YWCA.

**Objective 3:** Promote the establishment of a totally inclusive playground in Delaware; **CF** in conjunction with DPH, Lt. Governor's Office, Delaware Rotary Clubs, DelDOT.

**Objective 4:** Advocate for inclusive arts programs with the Delaware Humanities Commission and Delaware Arts Commission; **CF** in-conjunction-with Very Special Arts, CDS.

**Objective 5:** Advocate for the establishment of more inclusive sports teams for children with developmental disabilities; **CF** in-conjunction-with CDS, County Parks and Recreation Offices and advocacy organizations.

**Objective 6:** Advocate for more accessible and inclusive offerings in after school and community center programs; **CF** in conjunction with CDS, Community Centers and Faith Based Organizations.

**Objective 7:** Promote more inclusive clubs and recreational opportunities for adults with developmental disabilities; **CF** in-conjunction-with YMCA, YWCA, County Parks and Recreational Offices and Faith based Organizations.

# Transportation

**Goal 1:** Advocate for an affordable accessible transportation system.

**Objective 1:** Educate the General Assembly on the importance of including a line item in the General Assembly budget for Para-transit; **P&L.** in-conjunction-with SCPD, DLP, Advocacy Organizations.

**Objective 2:** Advocate for an impartial and independent review panel to review transportation services; **P&L.** in-conjunction-with DLP, SCPD, CDS.

**Objective 3:** Promote the development and implementation of a sensitivity training program for transportation system workers; **A.I.** in-conjunction-with CDS, DART, SCPD.

**Objective 4:** Develop an education program and an information booklet for potential transportation providers that will include: hiring and training competent drivers; funding sources and obtaining funding for vehicles; proper maintenance of vehicles; plus, sensitivity issues for drivers and dispatchers; **A.I.** in-conjunction-with CDS, LogistiCare, SCPD.

**Goal 2:** Improve accommodations for people with developmental disabilities at all Division of Motor Vehicle locations.

**Objective 1:** Advocate to improve sensitivity, policy awareness, and communication with people who have developmental disabilities at all DMV locations; **A.I.** in-conjunction-with CDS, DLP, The Arc.

**Objective 2:** Advocate for ADA compliance at DMV; **P&L.** in-conjunction-with CDS, SCPD, DLP, The Arc.